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EMPLOYMENT COST INDEX – MARCH 2015

Compensation costs for civilian workers increased 0.7 percent, seasonally adjusted, for the 3-month period ending March 2015, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** (which make up about 70 percent of compensation costs) increased 0.7 percent, and **benefits** (which make up the remaining 30 percent of compensation) increased 0.6 percent.

Chart 1. Employment Cost Index, 3-month percent change, seasonally adjusted, civilian workers, compensation, Mar. 2013-Mar. 2015

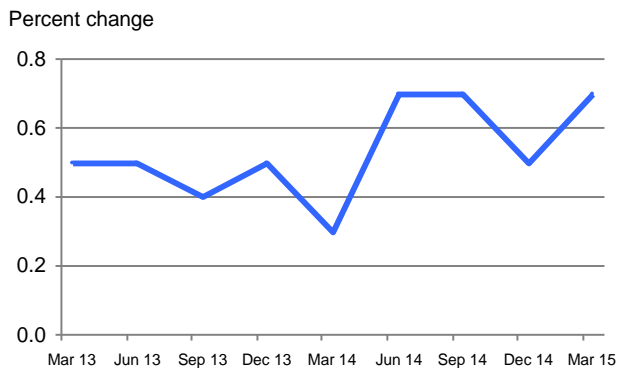
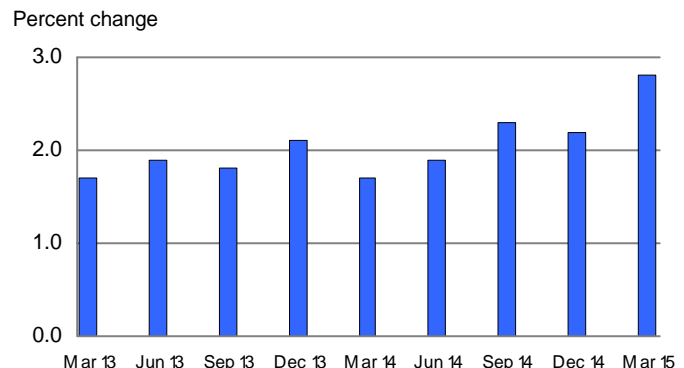


Chart 2. Employment Cost Index, 12-month percent change, not seasonally adjusted, private industry, wages and salaries, Mar. 2013-Mar. 2015



Civilian Workers

Compensation costs for civilian workers increased 2.6 percent for the 12-month period ending March 2015, rising from the March 2014 increase in compensation costs of 1.8 percent. **Wages and salaries** increased 2.6 percent for the 12-month period ending March 2015, which was higher than the 1.6-percent increase in March 2014. **Benefit costs** increased 2.7 percent for the 12-month period ending March 2015, compared with a 2.1-percent increase for the 12-month period ending March 2014. (See tables A, 4, 8, and 12.)

Private Industry Workers

Compensation costs for private industry workers increased 2.8 percent over the year, higher than the March 2014 increase of 1.7 percent. **Wages and salaries** increased 2.8 percent for the current 12-month period ending March 2015, also higher than the March 2014 increase of 1.7 percent. The cost of **benefits** rose 2.6 percent for the 12-month period ending March 2015, which was higher than March 2014, when

the increase was 1.8 percent. (See tables A, 5, 9, and 12.) Employer costs for **health benefits** increased 2.5 percent over the year. The 12-month percent change for March 2014 was an increase of 2.4 percent.

Among **occupational groups**, compensation cost increases for private industry workers for the 12-month period ending March 2015 ranged from 2.3 percent for natural resources, construction, and maintenance occupations and service occupations to 3.4 percent for sales and office occupations.

Among **industry supersectors**, compensation cost increases for private industry workers for the current 12-month period ranged from 1.8 percent for construction to 6.1 percent for information.

State and Local Government Workers

Compensation costs for state and local government workers increased 2.1 percent for the 12-month period ending March 2015, compared with a 1.9-percent increase for March 2014. **Wages and salaries** increased 1.8 percent for the 12-month period ending March 2015. In March 2014, the increase was 1.2 percent. **Benefit costs** increased 2.8 percent in March 2015. In March 2014, the increase was 3.0 percent. (See tables A, 7, 11, and 12.)

The Employment Cost Index for June 2015 is scheduled to be released on Friday, July 31, 2015, at 8:30 a.m. (EDT).

Information in this release will be made available to sensory impaired individuals upon request—Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339

This release incorporates annual revisions in seasonally adjusted Employment Cost Index (ECI) data for total compensation, wages and salaries, and benefit costs. Seasonally adjusted data for 2010-2014 were revised to reflect updated seasonal factors. For further information on seasonal adjustment, see the technical note.

BLS news releases, including the ECI, are available through an e-mail subscription service at: www.bls.gov/bls/list.htm.

Upcoming Changes to News Release Format

There will be some changes to the format of this news release beginning with the June 2015 ECI release. The changes include the addition of several charts to the analysis section and some minor changes to the tables. For further information, see www.bls.gov/ect/#notices on or after Monday, May 4, 2015.

Table A. Major series of the Employment Cost Index

(Percent change)

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Dec. 2014	Mar. 2015	Mar. 2014	June 2014	Sept. 2014	Dec. 2014	Mar. 2015
CIVILIAN WORKERS¹							
Compensation ²	0.5	0.7	1.8	2.0	2.2	2.2	2.6
Wages and salaries	0.6	0.7	1.6	1.8	2.1	2.1	2.6
Benefits	0.6	0.6	2.1	2.5	2.4	2.6	2.7
PRIVATE INDUSTRY							
Compensation ²	0.5	0.7	1.7	2.0	2.3	2.3	2.8
Wages and salaries	0.5	0.7	1.7	1.9	2.3	2.2	2.8
Benefits	0.5	0.6	1.8	2.4	2.3	2.5	2.6
STATE AND LOCAL GOVERNMENT							
Compensation ²	0.6	0.5	1.9	2.0	2.1	2.0	2.1
Wages and salaries	0.4	0.4	1.2	1.3	1.6	1.6	1.8
Benefits	0.9	0.5	3.0	3.2	3.0	2.9	2.8

¹ Includes private industry and state and local government.² Includes wages and salaries and benefits.

TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. Detailed information on survey concepts, coverage, methods, nonresponse adjustment, and imputation can be found in *BLS Handbook of Methods*, Chapter 8, "National Compensation Measures," Bureau of Labor Statistics, on the Internet at www.bls.gov/opub/hom/pdf/homch8.pdf.

Sample size

Data for the March 2015 reference period were collected from a probability sample of approximately 37,400 occupational observations selected from a sample of about 8,600 private industry establishments and approximately 8,900 occupational observations selected from a sample of about 1,500 state and local government establishments that provided data at the initial interview.

Health insurance data

Data from the ECI that provide 12-month percent changes in employer costs for health insurance in private industry are available at www.bls.gov/web/eci/echealth.pdf.

Historical listings

Historical listings that provide all ECI data are available at www.bls.gov/ect/#tables. Included among these listings is one that provides continuous occupational and industry series. This listing uses the Standard Industrial Classification Manual and Census of Population series through 2005 and the North American Industry Classification System and Standard Occupational Classification from 2006 to the present. It provides the official series from the beginning of the ECI in 1975 through the current quarter. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at www.bls.gov/opub/mlr/2006/04/art2full.pdf.

Employer Costs for Employee Compensation data

The costs per hour worked of compensation components, based on data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation" (ECEC). The next ECEC release is scheduled for 10:00 a.m. (EDT), Wednesday, June 10, 2015. Historical ECEC data are available in summary documents at www.bls.gov/ect/#tables. Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

Seasonal Adjustment Revisions

Each year data series are reviewed for seasonal patterns. When seasonality is found, data are published as a seasonally adjusted series. Based on this review for 2015, the seasonally adjusted private industry service occupations wages and salaries series was dropped, while a seasonally adjusted series for private industry nursing and residential care facilities wages and salaries was added. Historical data for the latter series, beginning with March 2010, are now available. For additional information regarding the annual seasonal adjustment process please visit www.bls.gov/ncs/ect/ectsfact.htm.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Dec. 2014	Mar. 2015	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014	Mar. 2015
Civilian workers											
All workers ²	122.8	123.6	0.5	0.5	0.4	0.5	0.3	0.7	0.7	0.5	0.7
Industry											
Goods-producing industries ³	120.5	121.1	.6	.4	.3	.4	.6	.5	.5	.6	.5
Manufacturing	120.0	120.8	.4	.5	.4	.4	.7	.5	.6	.6	.7
Service-providing industries ⁴	123.4	124.2	.5	.5	.4	.5	.3	.8	.6	.6	.6
Education and health services	123.4	124.0	.4	.4	.4	.5	.3	.5	.4	.7	.5
Educational services	123.1	123.8	.4	.5	.3	.5	.4	.5	.5	.6	.6
Elementary and secondary schools	122.6	123.3	.4	.3	.2	.5	.4	.5	.5	.5	.6
Junior colleges, colleges, universities, and professional schools	123.8	124.5	.5	.6	.5	.5	.6	.4	.4	.7	.6
Health care and social assistance ⁵	123.7	124.2	.4	.4	.6	.5	.1	.7	.3	.7	.4
Hospitals	123.8	124.4	.3	.5	.6	.4	.2	.6	.3	.4	.5
Nursing and residential care facilities	119.4	120.1	.4	.3	.4	.3	.3	.3	.5	.5	.6
Public administration	126.5	126.8	.4	.4	.7	.7	.5	.9	.4	.6	.2
Private industry workers											
All workers	122.3	123.2	.6	.5	.4	.5	.3	.8	.7	.5	.7
Occupational group											
Management, professional, and related	123.2	123.8	.4	.6	.6	.4	.3	.8	.7	.5	.5
Management, business, and financial	123.4	124.1	.5	.7	.5	.6	.2	1.0	1.0	.4	.6
Professional and related	123.1	123.7	.3	.6	.5	.4	.3	.7	.5	.6	.5
Sales and office	121.9	123.5	.9	.3	.4	.7	.3	.7	.7	.7	1.3
Sales and related	118.8	121.8	1.2	.2	.5	.7	.3	.7	.7	.9	2.5
Office and administrative support	124.0	124.6	.5	.5	.4	.6	.3	.7	.5	.6	.5
Natural resources, construction, and maintenance	123.4	123.6	.6	.3	.6	.5	.5	.9	.5	.7	.2
Construction, extraction, farming, fishing, and forestry	122.9	123.2	.7	.3	.6	.5	.4	.6	.3	.8	.2
Installation, maintenance, and repair	123.9	124.1	.5	.3	.5	.4	.7	1.2	.7	.5	.2
Production, transportation, and material moving	120.7	121.7	.5	.3	.3	.5	.7	.5	.6	.4	.8
Production	119.5	120.3	.4	.4	.2	.5	.7	.3	.6	.6	.7
Transportation and material moving	122.4	123.6	.6	.3	.4	.6	.6	.7	.6	.2	1.0
Service occupations	121.1	121.9	.3	.4	.1	.5	.1	.3	.8	.5	.7
Industry											
Goods-producing industries ³	120.4	121.0	.6	.4	.4	.3	.6	.5	.6	.5	.5
Construction	120.6	120.9	.8	.3	.4	.4	.2	.3	.6	.6	.2
Manufacturing	120.0	120.8	.4	.5	.4	.4	.7	.5	.6	.6	.7
Aircraft manufacturing	110.1	110.4	.2	.9	-1.6	.6	2.0	.7	2.0	.5	.3
Service-providing industries ⁶	122.9	123.8	.6	.5	.4	.5	.2	.9	.7	.5	.7
Trade, transportation, and utilities	122.8	123.2	.7	.5	.6	.8	.3	.8	1.1	.4	.3
Wholesale trade	123.3	123.2	.3	1.1	.9	1.3	.1	1.4	1.7	.2	-.1
Retail trade	121.0	121.6	.8	.5	.4	.6	.2	.5	.9	.6	.5
Transportation and warehousing	123.9	124.5	.8	.2	.6	.7	.4	.8	.7	.3	.5
Utilities	130.6	132.1	.1	.2	-.4	1.0	.6	.4	.9	.5	1.1
Information	125.1	126.4	.5	.5	.4	-.8	.7	4.7	.2	.5	1.0
Financial activities	121.3	122.3	.7	.7	.7	.6	.3	.6	.3	.6	.8
Finance and insurance	121.5	122.4	.9	.6	.8	.5	.1	.6	.3	.7	.7
Credit intermediation and related activities	120.5	121.3	.9	.5	.5	.1	.2	.8	.4	.5	.7
Insurance carriers and related activities	123.0	123.9	.4	1.1	1.4	.7	.4	.4	-.1	.7	.7

See footnotes at end of table.

Table 1. Employment Cost Index for total compensation¹, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Dec. 2014	Mar. 2015	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014	Mar. 2015
Industry											
Real estate and rental and leasing	120.2	122.0	0.1	0.5	0.4	1.3	0.8	0.4	0.7	-0.1	1.5
Professional and business services	124.4	126.1	.5	.4	.3	.3	.3	1.0	.7	.5	1.4
Professional, scientific, and technical services	126.5	129.2	.3	.7	.4	.3	.4	.5	.6	.4	2.1
Administrative and support and waste management and remediation services	122.1	122.3	.7	.2	.1	.5	-.4	2.1	1.2	.7	.2
Education and health services	123.3	123.9	.4	.4	.6	.5	.2	.6	.3	.7	.5
Educational services	123.7	124.5	.5	.7	.5	.5	.2	.5	.5	.6	.6
Junior colleges, colleges, universities, and professional schools	124.7	125.3	.6	.7	.7	.5	.2	.6	.4	.6	.5
Health care and social assistance ⁵	123.3	123.7	.4	.4	.5	.5	.2	.6	.3	.7	.3
Hospitals	123.5	124.1	.3	.5	.6	.3	.3	.5	.4	.4	.5
Nursing and residential care facilities	118.2	118.5	.3	.3	.3	.3	.2	.3	.4	.5	.3
Leisure and hospitality	119.6	120.5	.2	.4	.1	.3	.4	.3	.6	.4	.8
Accommodation and food services	119.9	120.8	-.1	.6	.0	.3	.3	.3	.6	.3	.8
Other services, except public administration	122.1	123.3	.5	1.0	.2	1.2	-.3	.3	.6	.0	1.0
State and local government workers											
All workers	124.8	125.4	.5	.4	.3	.7	.5	.5	.5	.6	.5
Industry											
Education and health services	123.4	124.2	.4	.4	.2	.6	.4	.4	.5	.6	.6
Educational services	123.0	123.7	.3	.5	.2	.6	.5	.4	.5	.6	.6
Schools	122.9	123.6	.4	.4	.3	.5	.5	.5	.4	.6	.6
Elementary and secondary schools	122.7	123.4	.3	.4	.2	.5	.4	.5	.5	.5	.6
Health care and social assistance ⁵	126.9	128.0	.7	.4	.7	.5	-.2	.6	.6	.4	.9
Hospitals	125.1	125.6	.5	.6	.5	.5	-.3	.6	.4	.3	.4
Public administration	126.5	126.8	.4	.4	.7	.7	.5	.9	.4	.6	.2

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

⁶ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-								
	Dec. 2014	Mar. 2015	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014	Mar. 2015
Civilian workers											
All workers ¹	121.3	122.1	0.5	0.4	0.3	0.6	0.3	0.7	0.6	0.6	0.7
Industry											
Goods-producing industries ²	120.2	120.9	.5	.6	.4	.3	.4	.6	.5	.6	.6
Manufacturing	120.0	120.7	.5	.6	.4	.5	.5	.7	.4	.6	.6
Service-providing industries ³	121.5	122.4	.4	.5	.3	.5	.3	.7	.7	.5	.7
Education and health services	120.6	121.2	.3	.4	.3	.4	.3	.5	.3	.6	.5
Educational services	118.9	119.5	.3	.4	.1	.3	.3	.3	.5	.4	.5
Elementary and secondary schools	118.0	118.4	.2	.3	.0	.3	.3	.3	.5	.3	.3
Junior colleges, colleges, universities, and professional schools	120.3	121.0	.3	.5	.3	.4	.4	.3	.4	.5	.6
Health care and social assistance ⁴	122.6	123.1	.4	.4	.4	.5	.2	.6	.3	.7	.4
Hospitals	122.5	123.0	.4	.4	.3	.4	.3	.3	.4	.4	.4
Nursing and residential care facilities	117.9	118.7	.3	.3	.3	.3	.3	.2	.5	.3	.7
Public administration	120.2	120.7	.3	.2	.4	.5	.3	.6	.5	.5	.4
Private industry workers											
All workers	121.7	122.6	.6	.5	.3	.6	.3	.8	.7	.5	.7
Occupational group											
Management, professional, and related	122.9	123.5	.6	.6	.5	.5	.2	.7	.7	.4	.5
Management, business, and financial	123.0	123.6	.7	.8	.4	.6	.2	.7	1.2	.2	.5
Professional and related	122.9	123.4	.4	.6	.5	.4	.2	.7	.4	.6	.4
Sales and office	121.3	123.5	.8	.4	.4	.6	.3	.6	.7	.8	1.8
Sales and related	119.2	123.4	1.2	.1	.5	.7	.3	.6	.9	1.0	3.5
Office and administrative support	122.7	123.3	.6	.5	.4	.5	.4	.5	.5	.6	.5
Natural resources, construction, and maintenance	121.4	121.8	.5	.3	.6	.3	.5	.6	.5	.6	.3
Construction, extraction, farming, fishing, and forestry	121.0	121.3	.4	.2	.5	.4	.3	.8	.3	.7	.3
Installation, maintenance, and repair	121.9	122.3	.6	.4	.7	.4	.7	.4	.7	.4	.4
Production, transportation, and material moving	120.0	120.8	.5	.3	.3	.6	.6	.7	.6	.4	.7
Production	119.3	119.8	.4	.5	.4	.5	.6	.4	.7	.6	.4
Transportation and material moving	120.9	122.0	.6	.1	.3	.6	.7	.8	.7	.1	.9
Industry											
Goods-producing industries ²	120.2	120.9	.5	.5	.5	.3	.4	.6	.5	.6	.6
Construction	119.4	119.9	.5	.4	.4	.3	.2	.4	.6	.6	.5
Manufacturing	120.0	120.7	.5	.6	.4	.5	.5	.7	.4	.6	.6
Aircraft manufacturing	128.6	129.8	.4	1.2	.6	.8	.8	.7	.5	.6	.9
Service-providing industries ⁵	122.1	123.1	.5	.6	.3	.6	.2	.8	.7	.5	.8
Trade, transportation, and utilities	121.6	122.1	.6	.7	.5	.9	.2	1.0	1.3	.3	.4
Retail trade	121.1	121.7	.6	.6	.3	.7	.1	.6	1.1	.6	.5
Transportation and warehousing	121.9	122.6	.9	-.1	.5	.7	.8	.8	.7	.3	.5
Utilities	128.8	129.9	.7	.7	.7	.6	.8	.5	.8	.5	.8
Information	118.7	119.4	.5	.4	.3	-.1	.4	.9	.0	.6	.6
Financial activities	121.6	122.6	.7	.8	.5	.8	.4	.3	.5	.6	.8
Finance and insurance	122.5	123.3	.8	.7	.7	.6	.2	.2	.5	.7	.7
Credit intermediation and related activities	119.3	120.0	.9	.5	.3	.3	.1	.3	.8	.6	.6
Insurance carriers and related activities	121.9	122.9	.3	1.3	1.5	.7	.5	.0	-.4	.5	.8
Professional and business services	124.0	126.0	.6	.3	.2	.4	.1	1.0	.8	.5	1.6
Professional, scientific, and technical services	126.1	129.7	.3	.5	.3	.2	.3	.7	.6	.4	2.8

See footnotes at end of table.

Table 2. Employment Cost Index for wages and salaries, by occupational group and industry — Continued

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended—								
	Dec. 2014	Mar. 2015	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014	Mar. 2015
Industry											
Administrative and support and waste management and remediation services	121.8	121.7	0.8	0.1	0.1	0.6	-0.4	1.7	1.3	0.7	-0.1
Education and health services	122.5	123.1	.4	.5	.4	.5	.2	.6	.3	.7	.5
Educational services	122.3	123.1	.4	.7	.3	.4	.2	.4	.5	.5	.7
Junior colleges, colleges, universities, and professional schools	122.8	123.3	.5	.8	.5	.5	.1	.4	.3	.7	.4
Health care and social assistance ⁴	122.6	123.1	.5	.4	.4	.5	.2	.6	.2	.8	.4
Hospitals	122.7	123.2	.3	.5	.4	.3	.4	.4	.3	.5	.4
Nursing and residential care facilities ⁶	117.7	118.3	.3	.3	.2	.3	.3	.3	.3	.4	.5
Leisure and hospitality	120.6	121.6	.2	.4	.0	.3	.6	.4	.7	.4	.8
Accommodation and food services	120.9	121.9	-.1	.5	.0	.3	.4	.4	.6	.5	.8
Other services, except public administration	122.3	123.3	.9	1.1	.1	1.3	-.4	.5	.7	.2	.8
State and local government workers											
All workers	119.4	119.9	.3	.3	.2	.4	.3	.4	.5	.4	.4
Industry											
Education and health services	118.7	119.2	.3	.3	.1	.3	.3	.3	.4	.4	.4
Educational services	118.3	118.8	.2	.3	.1	.3	.4	.3	.5	.4	.4
Schools	118.2	118.8	.2	.3	.1	.3	.3	.3	.5	.3	.5
Elementary and secondary schools	117.9	118.4	.2	.3	.1	.3	.3	.3	.6	.3	.4
Health care and social assistance ⁴	122.5	123.1	.3	.3	.3	.4	-.1	.4	.4	.4	.5
Hospitals	121.7	121.9	.3	.3	.2	.4	-.2	.4	.4	.3	.2
Public administration	120.2	120.7	.3	.2	.4	.5	.3	.6	.5	.5	.4

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁴ Includes ambulatory health care services and social assistance, not shown separately.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁶ The nursing and residential care facilities wages and salaries series is seasonal as of the 2015 seasonal adjustment revision. Historical data for this series are published beginning with March 2010.

Table 3. Employment Cost Index for benefits, by occupational group and industry

(Seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)		Percent changes for 3-months ended-								
	Dec. 2014	Mar. 2015	Mar. 2013	June 2013	Sep. 2013	Dec. 2013	Mar. 2014	June 2014	Sep. 2014	Dec. 2014	Mar. 2015
Civilian workers											
All workers ¹	126.4	127.1	0.7	0.5	0.6	0.5	0.5	1.1	0.5	0.6	0.6
Private industry workers											
All workers	123.8	124.5	.5	.5	.5	.3	.5	1.1	.5	.5	.6
Occupational group											
Management, professional, and related	123.8	124.6	.1	.6	.8	.5	.2	1.1	.6	.7	.6
Sales and office	123.7	123.8	.9	.3	.6	.6	.3	1.2	.3	.6	.1
Natural resources, construction, and maintenance	127.6	127.7	.8	.2	.6	.6	.6	1.5	.6	.8	.1
Production, transportation, and material moving	122.2	123.5	.5	.3	.1	.4	.8	.3	.6	.5	1.1
Service occupations	122.3	122.9	.3	.4	.4	.3	-.2	.2	.5	.5	.5
Industry											
Goods-producing industries ²	120.8	121.4	.8	.3	.3	.4	.9	.2	.8	.4	.5
Manufacturing	119.9	120.8	.5	.3	.3	.3	1.2	.1	.9	.5	.8
Service-providing industries ³	125.0	125.7	.5	.5	.7	.3	.3	1.3	.5	.5	.6
State and local government workers											
All workers	136.0	136.7	.9	.6	.8	.9	.7	.9	.4	.9	.5

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 4. Employment Cost Index for total compensation¹, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Civilian workers									
All workers ²	120.5	122.7	123.6	0.4	0.4	0.7	1.8	2.2	2.6
Excluding incentive paid occupations ³	120.9	122.8	123.6	.6	.4	.7	1.8	2.2	2.2
Occupational group									
Management, professional, and related	121.0	123.2	123.9	.4	.2	.6	1.9	2.2	2.4
Management, business, and financial	120.7	123.3	124.1	.4	.1	.6	2.0	2.6	2.8
Professional and related	121.2	123.1	123.9	.4	.3	.6	1.8	2.0	2.2
Sales and office	119.7	122.3	123.7	.3	.6	1.1	1.8	2.4	3.3
Sales and related	115.7	119.1	121.4	-.3	.9	1.9	1.8	2.7	4.9
Office and administrative support	122.2	124.2	125.0	.7	.4	.6	1.8	2.3	2.3
Natural resources, construction, and maintenance	121.2	123.5	123.9	.7	.4	.3	1.9	2.6	2.2
Construction, extraction, farming, fishing, and forestry	120.9	123.1	123.3	.3	.7	.2	1.9	2.2	2.0
Installation, maintenance, and repair	121.5	123.9	124.5	.9	.1	.5	2.0	2.9	2.5
Production, transportation, and material moving	119.3	121.0	122.1	.8	.2	.9	1.8	2.2	2.3
Production	117.9	119.5	120.5	.9	.4	.8	1.8	2.2	2.2
Transportation and material moving	121.0	122.9	124.0	.6	.1	.9	1.8	2.2	2.5
Service occupations	120.9	122.9	123.7	.2	.5	.7	1.3	1.9	2.3
Industry									
Goods-producing industries ⁴	118.6	120.4	121.1	.7	.4	.6	1.9	2.2	2.1
Manufacturing	118.1	119.8	120.8	.9	.4	.8	2.1	2.4	2.3
Service-providing industries ⁵	120.8	123.1	124.1	.3	.3	.8	1.8	2.2	2.7
Education and health services	121.5	123.4	124.0	.2	.5	.5	1.7	1.8	2.1
Educational services	121.2	123.1	123.7	.3	.3	.5	1.7	1.9	2.1
Elementary and secondary schools	120.7	122.6	123.1	.2	.2	.4	1.4	1.8	2.0
Junior colleges, colleges, universities, and professional schools	122.0	123.9	124.5	.5	.5	.5	2.2	2.1	2.0
Health care and social assistance ⁶	121.8	123.7	124.3	.2	.7	.5	1.6	1.7	2.1
Hospitals	122.3	123.8	124.4	.3	.4	.5	1.7	1.6	1.7
Nursing and residential care facilities	118.0	119.4	120.1	.3	.5	.6	1.3	1.5	1.8
Public administration	124.2	126.4	126.9	.6	.5	.4	2.3	2.4	2.2

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

³ The index for this series is not strictly comparable with other series in this table.

⁴ Includes mining, construction, and manufacturing.

⁵ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁶ Includes ambulatory health care services and social assistance, not shown separately.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Private industry workers									
All workers	119.9	122.2	123.2	0.4	0.4	0.8	1.7	2.3	2.8
Excluding incentive paid occupations ²	120.4	122.2	123.1	.6	.3	.7	1.8	2.1	2.2
Occupational group									
Management, professional, and related	120.7	123.0	123.8	.4	.2	.7	1.9	2.3	2.6
Excluding incentive paid occupations ²	120.8	122.6	123.5	.6	.2	.7	1.9	2.1	2.2
Management, business, and financial	120.3	123.0	123.9	.3	.0	.7	1.9	2.6	3.0
Excluding incentive paid occupations ²	120.7	122.8	123.9	.6	.4	.9	2.0	2.3	2.7
Professional and related	121.0	122.9	123.7	.4	.3	.7	1.8	2.0	2.2
Sales and office	119.3	121.9	123.4	.3	.7	1.2	1.8	2.4	3.4
Excluding incentive paid occupations ²	120.8	122.6	123.3	.8	.3	.6	1.8	2.3	2.1
Sales and related	115.6	119.0	121.3	-.3	.9	1.9	1.8	2.7	4.9
Excluding incentive paid occupations ²	118.6	120.1	120.7	.8	.3	.5	1.7	2.0	1.8
Office and administrative support	121.8	123.8	124.6	.6	.4	.6	1.8	2.2	2.3
Natural resources, construction, and maintenance	120.8	123.2	123.6	.6	.3	.3	1.9	2.6	2.3
Construction, extraction, farming, fishing, and forestry	120.7	122.9	123.1	.3	.7	.2	1.8	2.2	2.0
Installation, maintenance, and repair	121.0	123.5	124.1	.9	.0	.5	2.0	3.0	2.6
Production, transportation, and material moving	118.9	120.6	121.7	.8	.2	.9	1.9	2.2	2.4
Excluding incentive paid occupations ²	119.0	120.7	121.7	.8	.3	.8	1.8	2.3	2.3
Production	117.8	119.4	120.4	.9	.5	.8	1.8	2.3	2.2
Excluding incentive paid occupations ²	117.9	119.5	120.6	.9	.4	.9	1.8	2.2	2.3
Transportation and material moving	120.4	122.4	123.5	.6	.1	.9	1.9	2.3	2.6
Service occupations	119.2	121.1	122.0	.2	.5	.7	1.1	1.8	2.3
Industry and occupational group									
Goods-producing industries ³	118.5	120.3	121.0	.7	.3	.6	1.8	2.2	2.1
Excluding incentive paid occupations ²	118.9	120.6	121.4	.7	.4	.7	1.8	2.1	2.1
Management, professional, and related	117.8	119.3	120.3	.9	.1	.8	1.8	2.1	2.1
Sales and office	118.4	121.2	121.4	-.1	.5	.2	1.8	2.3	2.5
Natural resources, construction, and maintenance	120.4	122.5	122.7	.4	.6	.2	1.9	2.2	1.9
Production, transportation, and material moving	117.6	119.3	120.2	.9	.5	.8	1.8	2.3	2.2
Construction	118.6	120.7	120.7	.0	.5	.0	1.4	1.8	1.8
Manufacturing	118.1	119.8	120.8	.9	.4	.8	2.1	2.4	2.3
Management, professional, and related	118.2	119.9	121.1	1.3	.3	1.0	2.2	2.7	2.5
Sales and office	119.9	122.0	122.7	.3	.3	.6	2.4	2.0	2.3
Natural resources, construction, and maintenance	119.8	121.6	122.2	1.1	.5	.5	2.1	2.6	2.0
Production, transportation, and material moving	117.3	118.9	119.9	.9	.5	.8	1.8	2.2	2.2
Aircraft manufacturing	107.4	110.3	111.3	3.2	-.1	.9	2.1	6.0	3.6

See footnotes at end of table.

Table 5. Employment Cost Index for total compensation¹, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Service-providing industries ⁴	120.4	122.8	123.8	0.3	0.4	0.8	1.7	2.3	2.8
Excluding incentive paid occupations ²	120.9	122.8	123.7	.6	.3	.7	1.7	2.2	2.3
Management, professional, and related	121.3	123.7	124.5	.3	.3	.6	1.9	2.3	2.6
Sales and office	119.4	121.9	123.6	.3	.6	1.4	1.8	2.4	3.5
Natural resources, construction, and maintenance	121.5	124.2	124.8	.8	-.1	.5	1.8	3.1	2.7
Production, transportation, and material moving Service occupations	120.5	122.5	123.6	.6	.1	.9	1.7	2.3	2.6
.....	119.1	121.1	122.0	.1	.6	.7	1.0	1.8	2.4
Trade, transportation, and utilities	120.0	122.6	123.2	.4	.2	.5	2.3	2.6	2.7
Excluding incentive paid occupations ²	120.6	122.2	123.2	.8	.3	.8	1.9	2.1	2.2
Wholesale trade	119.3	123.3	123.2	.1	.2	-.1	3.4	3.4	3.3
Excluding incentive paid occupations ²	120.8	122.5	123.5	.7	.3	.8	2.4	2.1	2.2
Retail trade	118.5	120.9	121.5	.2	.5	.5	1.7	2.2	2.5
Excluding incentive paid occupations ²	118.5	119.9	120.7	.6	.3	.7	1.7	1.8	1.9
Transportation and warehousing	121.8	123.6	124.6	.8	.0	.8	1.9	2.3	2.3
Utilities	128.3	130.0	132.1	1.1	.1	1.6	1.4	2.4	3.0
Information	118.8	124.4	126.0	.8	.2	1.3	.8	5.6	6.1
Financial activities	119.4	121.0	122.2	.4	.2	1.0	2.1	1.8	2.3
Excluding incentive paid occupations ²	120.2	121.8	123.2	.8	.2	1.1	2.2	2.1	2.5
Finance and insurance	119.5	121.1	122.2	.3	.2	.9	2.0	1.7	2.3
Credit intermediation and related activities	118.4	120.3	121.3	.3	.4	.8	1.3	1.9	2.4
Excluding incentive paid occupations ²	121.9	124.1	125.4	1.0	.4	1.0	2.3	2.8	2.9
Insurance carriers and related activities	121.5	122.6	123.7	.5	.3	.9	3.6	1.4	1.8
Excluding incentive paid occupations ²	120.8	122.8	124.1	.8	.1	1.1	2.3	2.4	2.7
Real estate and rental and leasing	119.1	120.2	122.0	.9	-.1	1.5	3.2	1.9	2.4
Excluding incentive paid occupations ²	122.1	123.6	125.2	1.1	.3	1.3	3.0	2.3	2.5
Professional and business services	121.7	124.2	126.1	.4	.3	1.5	1.4	2.5	3.6
Professional, scientific, and technical services ...	124.8	126.3	129.3	.6	.2	2.4	1.8	1.9	3.6
Administrative and support and waste management and remediation services	117.1	122.0	122.1	-.5	.7	.1	.3	3.7	4.3
Education and health services	121.4	123.3	123.8	.2	.6	.4	1.7	1.7	2.0
Educational services	121.6	123.9	124.3	-.1	.3	.3	1.9	1.8	2.2
Junior colleges, colleges, universities, and professional schools	122.6	124.8	125.1	.0	.4	.2	2.2	1.8	2.0
Health care and social assistance ⁵	121.4	123.2	123.8	.2	.7	.5	1.7	1.7	2.0
Hospitals	122.0	123.5	124.1	.4	.5	.5	1.8	1.6	1.7
Nursing and residential care facilities	116.9	118.2	118.6	.3	.5	.3	1.1	1.5	1.5
Nursing care facilities ²	116.8	118.3	118.7	.3	.5	.3	1.0	1.6	1.6
Leisure and hospitality	118.1	119.6	120.5	.4	.3	.8	1.3	1.7	2.0
Accommodation and food services	118.6	120.0	120.8	.3	.3	.7	1.2	1.5	1.9
Other services, except public administration	121.1	121.8	123.4	.0	-.4	1.3	1.9	.6	1.9

¹ Includes wages, salaries, and employer costs for employee benefits.

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

Table 6. Employment Cost Index for total compensation¹, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Bargaining status									
Union	123.5	126.7	127.4	0.7	0.7	0.6	1.6	3.3	3.2
Goods-producing industries ²	120.6	122.4	123.0	.8	.4	.5	1.7	2.3	2.0
Manufacturing	115.4	117.4	118.1	1.1	.5	.6	1.3	2.8	2.3
Service-providing industries ³	126.0	130.0	130.8	.6	.8	.6	1.7	3.8	3.8
Nonunion	119.4	121.5	122.5	.3	.3	.8	1.8	2.1	2.6
Goods-producing industries ²	117.9	119.7	120.4	.6	.4	.6	1.9	2.1	2.1
Manufacturing	118.8	120.6	121.6	.8	.4	.8	2.1	2.4	2.4
Service-providing industries ³	119.8	122.0	123.1	.3	.3	.9	1.7	2.2	2.8
Census region and division⁴									
Northeast	120.5	123.2	125.3	.3	.4	1.7	1.5	2.6	4.0
New England	121.5	124.8	130.6	-.1	-.3	4.6	2.2	2.6	7.5
Middle Atlantic	120.1	122.6	123.4	.4	.7	.7	1.3	2.5	2.7
South	120.6	122.7	123.2	.4	.3	.4	1.7	2.2	2.2
South Atlantic	121.3	123.4	124.2	.6	.4	.6	1.8	2.3	2.4
East South Central	118.4	119.8	120.7	.5	.4	.8	1.4	1.7	1.9
West South Central	120.3	122.6	122.6	.1	.2	.0	1.5	2.0	1.9
Midwest	118.4	120.3	121.2	.5	.2	.7	1.7	2.1	2.4
East North Central	117.3	119.1	120.2	.5	.3	.9	1.6	2.1	2.5
West North Central	121.0	123.3	123.7	.3	.2	.3	1.6	2.2	2.2
West	120.1	122.5	123.1	.4	.5	.5	2.1	2.4	2.5
Mountain	119.5	120.6	121.9	.3	.4	1.1	2.5	1.2	2.0
Pacific	120.5	123.3	123.7	.5	.5	.3	2.0	2.8	2.7

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁴ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

Table 7. Employment Cost Index for total compensation¹, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
State and local government workers									
All workers	122.8	124.7	125.4	0.5	0.4	0.6	1.9	2.0	2.1
Occupational group									
Management, professional, and related	121.8	123.7	124.3	.5	.3	.5	1.8	2.1	2.1
Professional and related	121.6	123.5	124.2	.5	.4	.6	1.8	2.1	2.1
Sales and office	124.3	126.4	127.2	.7	.4	.6	2.1	2.4	2.3
Office and administrative support	124.3	126.5	127.2	.7	.5	.6	2.1	2.5	2.3
Service occupations	124.9	127.1	127.8	.5	.4	.6	2.0	2.3	2.3
Industry									
Education and health services	121.6	123.4	124.1	.4	.3	.6	1.7	1.9	2.1
Educational services	121.1	123.0	123.6	.4	.4	.5	1.7	2.0	2.1
Schools ²	121.1	123.0	123.6	.4	.4	.5	1.7	2.0	2.1
Elementary and secondary schools	120.9	122.8	123.3	.3	.4	.4	1.5	1.9	2.0
Health care and social assistance ³	125.0	126.8	128.0	.0	.3	.9	1.5	1.4	2.4
Hospitals	123.5	125.0	125.7	-.2	.2	.6	1.1	1.1	1.8
Public administration	124.2	126.4	126.9	.6	.5	.4	2.3	2.4	2.2

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

³ Includes ambulatory health care services and social assistance, not shown separately.

Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Civilian workers									
All workers ¹	119.0	121.2	122.1	0.3	0.4	0.7	1.6	2.1	2.6
Excluding incentive paid occupations ²	119.3	121.0	121.7	.4	.3	.6	1.5	1.9	2.0
Occupational group									
Management, professional, and related	119.7	121.7	122.3	.3	.2	.5	1.7	2.0	2.2
Management, business, and financial	119.9	122.3	123.0	.3	-.1	.6	1.9	2.3	2.6
Professional and related	119.5	121.3	121.9	.3	.3	.5	1.5	1.8	2.0
Sales and office	118.4	121.1	122.9	.1	.7	1.5	1.7	2.4	3.8
Sales and related	115.4	119.3	122.6	-.5	1.0	2.8	1.7	2.8	6.2
Office and administrative support	120.4	122.2	122.9	.6	.5	.6	1.8	2.1	2.1
Natural resources, construction, and maintenance	119.3	121.3	121.6	.4	.4	.2	1.8	2.1	1.9
Construction, extraction, farming, fishing, and forestry	118.6	121.0	121.0	.2	.7	.0	1.4	2.2	2.0
Installation, maintenance, and repair	120.1	121.7	122.3	.7	.1	.5	2.1	2.0	1.8
Production, transportation, and material moving	118.1	119.9	120.8	.7	.2	.8	1.9	2.2	2.3
Production	117.5	119.2	120.0	.9	.4	.7	2.1	2.3	2.1
Transportation and material moving	118.9	120.9	121.8	.6	.0	.7	1.7	2.3	2.4
Service occupations	118.8	120.9	121.7	.3	.5	.7	1.3	2.0	2.4
Industry									
Goods-producing industries ³	118.2	120.1	120.8	.5	.4	.6	1.8	2.1	2.2
Manufacturing	118.0	119.8	120.8	.7	.3	.8	2.0	2.2	2.4
Service-providing industries ⁴	119.2	121.4	122.3	.3	.3	.7	1.6	2.1	2.6
Education and health services	118.9	120.7	121.1	.2	.5	.3	1.4	1.7	1.9
Educational services	117.4	119.1	119.4	.2	.3	.3	1.2	1.6	1.7
Elementary and secondary schools	116.5	118.1	118.4	.1	.3	.3	1.0	1.5	1.6
Junior colleges, colleges, universities, and professional schools	118.8	120.5	120.9	.3	.5	.3	1.7	1.7	1.8
Health care and social assistance ⁵	120.6	122.6	123.1	.2	.7	.4	1.5	1.8	2.1
Hospitals	121.1	122.5	123.0	.3	.5	.4	1.5	1.5	1.6
Nursing and residential care facilities	116.7	118.0	118.8	.2	.5	.7	1.2	1.3	1.8
Public administration	118.4	120.2	120.8	.4	.5	.5	1.5	2.0	2.0

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² The index for this series is not strictly comparable with other series in this table.

³ Includes mining, construction, and manufacturing.

⁴ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

⁵ Includes ambulatory health care services and social assistance, not shown separately.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Private industry workers									
All workers	119.3	121.6	122.6	0.3	0.3	0.8	1.7	2.2	2.8
Excluding incentive paid occupations ¹	119.7	121.5	122.2	.5	.3	.6	1.6	2.0	2.1
Occupational group									
Management, professional, and related	120.6	122.8	123.4	.3	.2	.5	1.9	2.2	2.3
Excluding incentive paid occupations ¹	120.5	122.1	122.9	.4	.2	.7	1.8	1.7	2.0
Management, business, and financial	120.2	122.7	123.4	.3	-.1	.6	2.0	2.4	2.7
Excluding incentive paid occupations ¹	120.4	122.0	123.0	.6	.3	.8	1.9	1.9	2.2
Professional and related	120.9	122.8	123.4	.3	.4	.5	1.8	1.9	2.1
Sales and office	118.5	121.3	123.2	.1	.7	1.6	1.7	2.4	4.0
Excluding incentive paid occupations ¹	119.9	121.6	122.4	.6	.4	.7	1.7	2.0	2.1
Sales and related	115.5	119.4	122.7	-.4	1.0	2.8	1.7	2.9	6.2
Excluding incentive paid occupations ¹	118.3	120.0	120.9	.6	.3	.8	1.5	2.0	2.2
Office and administrative support	120.8	122.5	123.3	.6	.4	.7	1.9	2.0	2.1
Natural resources, construction, and maintenance	119.3	121.4	121.7	.4	.4	.2	1.8	2.2	2.0
Construction, extraction, farming, fishing, and forestry	118.7	121.1	121.2	.2	.7	.1	1.4	2.2	2.1
Installation, maintenance, and repair	120.1	121.7	122.3	.8	.1	.5	2.2	2.1	1.8
Production, transportation, and material moving	118.0	119.9	120.8	.7	.3	.8	1.9	2.3	2.4
Excluding incentive paid occupations ¹	118.3	120.0	120.9	.9	.3	.8	2.0	2.3	2.2
Production	117.4	119.1	119.9	.9	.4	.7	2.1	2.3	2.1
Excluding incentive paid occupations ¹	117.5	119.2	120.0	.9	.4	.7	2.1	2.3	2.1
Transportation and material moving	118.9	120.9	121.9	.6	-.1	.8	1.7	2.3	2.5
Service occupations	118.5	120.7	121.6	.2	.5	.7	1.1	2.0	2.6
Industry and occupational group									
Goods-producing industries ²	118.2	120.1	120.8	.5	.4	.6	1.8	2.1	2.2
Excluding incentive paid occupations ¹	118.7	120.4	121.3	.6	.3	.7	1.8	2.0	2.2
Management, professional, and related	118.9	120.4	121.7	.5	.1	1.1	1.5	1.8	2.4
Sales and office	118.1	121.3	121.2	-.1	.5	-.1	2.3	2.6	2.6
Natural resources, construction, and maintenance	118.8	121.1	121.3	.3	.7	.2	1.6	2.3	2.1
Production, transportation, and material moving	117.2	118.8	119.7	.8	.4	.8	2.1	2.1	2.1
Construction	117.3	119.6	119.7	-.1	.5	.1	1.3	1.9	2.0
Manufacturing	118.0	119.8	120.8	.7	.3	.8	2.0	2.2	2.4
Management, professional, and related	119.1	120.8	122.2	.9	.3	1.2	1.9	2.4	2.6
Sales and office	119.1	121.3	121.9	.1	.2	.5	2.4	1.9	2.4
Natural resources, construction, and maintenance	119.4	121.6	122.1	.8	.4	.4	2.1	2.7	2.3
Production, transportation, and material moving	117.0	118.6	119.4	.8	.5	.7	2.1	2.2	2.1
Aircraft manufacturing	127.0	127.7	130.5	2.1	-.1	2.2	3.5	2.7	2.8

See footnotes at end of table.

Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Service-providing industries ³	119.7	122.1	123.1	0.3	0.4	0.8	1.7	2.3	2.8
Excluding incentive paid occupations ¹	120.0	121.8	122.5	.4	.3	.6	1.6	1.9	2.1
Management, professional, and related	120.9	123.2	123.7	.3	.2	.4	1.9	2.2	2.3
Sales and office	118.5	121.3	123.4	.1	.7	1.7	1.6	2.4	4.1
Natural resources, construction, and maintenance	120.1	121.7	122.2	.7	.0	.4	2.0	2.0	1.7
Production, transportation, and material moving Service occupations	119.0	121.1	122.1	.6	.0	.8	1.7	2.4	2.6
Service occupations	118.5	120.7	121.6	.2	.6	.7	1.1	2.0	2.6
Trade, transportation, and utilities	118.4	121.5	122.0	.2	.2	.4	2.2	2.8	3.0
Excluding incentive paid occupations ¹	118.9	120.7	121.4	.6	.3	.6	1.7	2.1	2.1
Wholesale trade	116.6	121.1	121.0	-.1	-.1	-.1	3.5	3.8	3.8
Excluding incentive paid occupations ¹	117.5	118.9	119.8	.6	.2	.8	2.1	1.8	2.0
Retail trade	118.2	121.1	121.5	.0	.5	.3	1.6	2.5	2.8
Excluding incentive paid occupations ¹	118.1	119.9	120.5	.4	.4	.5	1.5	2.0	2.0
Transportation and warehousing	119.7	121.7	122.5	.8	-.1	.7	1.9	2.5	2.3
Utilities	126.6	128.3	129.9	1.1	.0	1.2	2.9	2.5	2.6
Information	116.9	118.5	119.4	.6	.4	.8	1.1	2.0	2.1
Financial activities	119.8	121.3	122.4	.5	.2	.9	2.4	1.8	2.2
Excluding incentive paid occupations ¹	120.4	121.9	123.3	.9	.2	1.1	2.4	2.2	2.4
Finance and insurance	120.5	122.0	123.0	.4	.2	.8	2.2	1.7	2.1
Credit intermediation and related activities	117.3	119.0	120.0	.3	.4	.8	1.1	1.8	2.3
Excluding incentive paid occupations ¹	121.2	123.0	124.2	.9	.5	1.0	2.2	2.4	2.5
Insurance carriers and related activities	121.5	121.6	122.6	.5	.1	.8	4.1	.6	.9
Excluding incentive paid occupations ¹	119.9	121.3	122.5	.8	-.2	1.0	2.3	1.9	2.2
Real estate and rental and leasing	117.0	118.3	120.1	1.0	.1	1.5	3.4	2.2	2.6
Excluding incentive paid occupations ¹	120.4	122.0	123.6	1.3	.5	1.3	3.3	2.6	2.7
Professional and business services	121.2	123.9	126.0	.2	.4	1.7	1.1	2.4	4.0
Professional, scientific, and technical services ...	124.0	126.0	129.7	.4	.3	2.9	1.3	2.0	4.6
Administrative and support and waste management and remediation services	117.3	121.7	121.5	-.6	.7	-.2	.3	3.1	3.6
Education and health services	120.5	122.6	123.0	.1	.7	.3	1.6	1.8	2.1
Educational services	120.3	122.6	122.9	-.2	.3	.2	1.7	1.7	2.2
Junior colleges, colleges, universities, and professional schools	120.9	123.0	123.1	-.2	.5	.1	1.8	1.5	1.8
Health care and social assistance ⁴	120.6	122.6	123.1	.2	.8	.4	1.7	1.9	2.1
Hospitals	121.2	122.7	123.2	.4	.5	.4	1.7	1.7	1.7
Nursing and residential care facilities	116.6	117.8	118.4	.3	.5	.5	1.2	1.3	1.5
Nursing care facilities ¹	116.4	117.9	118.5	.2	.5	.5	1.0	1.5	1.8
Leisure and hospitality	118.9	120.7	121.7	.6	.4	.8	1.5	2.1	2.4
Accommodation and food services	119.2	121.0	122.0	.4	.4	.8	1.3	1.9	2.3
Other services, except public administration	120.8	121.9	123.5	.1	-.3	1.3	2.1	1.0	2.2

¹ The index for this series is not strictly comparable with other series in this table.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁴ Includes ambulatory health care services and social assistance, not shown separately.

Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and census region and division

(Not seasonally adjusted)

Bargaining status and census region and division	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Bargaining status									
Union	120.5	123.1	123.7	0.6	0.8	0.5	1.8	2.8	2.7
Goods-producing industries ¹	117.7	119.5	119.9	.6	.4	.3	1.7	2.1	1.9
Manufacturing	115.6	116.9	117.8	.7	.2	.8	1.9	1.8	1.9
Service-providing industries ²	122.6	125.6	126.3	.7	1.0	.6	1.8	3.1	3.0
Nonunion	119.2	121.5	122.4	.3	.4	.7	1.7	2.2	2.7
Goods-producing industries ¹	118.3	120.3	121.1	.4	.4	.7	1.8	2.1	2.4
Manufacturing	118.7	120.5	121.5	.8	.4	.8	2.2	2.3	2.4
Service-providing industries ²	119.4	121.7	122.8	.2	.3	.9	1.7	2.1	2.8
Census region and division³									
Northeast	119.4	122.2	124.7	.3	.4	2.0	1.5	2.6	4.4
New England	121.4	125.3	133.1	-.3	-.6	6.2	2.4	2.9	9.6
Middle Atlantic	118.6	120.9	121.6	.4	.7	.6	1.1	2.4	2.5
South	120.7	122.8	123.3	.4	.3	.4	1.7	2.2	2.2
South Atlantic	121.3	123.4	124.1	.5	.4	.6	1.8	2.2	2.3
East South Central	117.8	119.4	120.2	.4	.5	.7	1.3	1.8	2.0
West South Central	120.8	123.1	123.2	.2	.2	.1	1.8	2.1	2.0
Midwest	117.4	119.1	119.8	.3	.2	.6	1.6	1.7	2.0
East North Central	116.0	117.5	118.4	.3	.3	.8	1.7	1.6	2.1
West North Central	120.7	123.1	123.1	.0	.2	.0	1.4	2.0	2.0
West	119.5	122.2	122.6	.3	.6	.3	2.0	2.5	2.6
Mountain	119.0	121.5	122.5	.2	.6	.8	2.6	2.3	2.9
Pacific	119.8	122.5	122.7	.3	.6	.2	1.9	2.5	2.4

¹ Includes mining, construction, and manufacturing.

² Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

³ The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

Table 11. Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry

(Not seasonally adjusted)

Occupational group and industry	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
State and local government workers									
All workers	117.8	119.4	119.9	0.3	0.3	0.4	1.2	1.6	1.8
Occupational group									
Management, professional, and related	117.4	118.9	119.4	.3	.3	.4	1.2	1.5	1.7
Professional and related	117.4	118.9	119.3	.3	.3	.3	1.2	1.5	1.6
Sales and office	117.4	119.3	119.8	.5	.5	.4	1.3	2.1	2.0
Office and administrative support	117.7	119.7	120.2	.5	.5	.4	1.2	2.2	2.1
Service occupations	119.4	121.4	121.9	.3	.5	.4	1.4	2.0	2.1
Industry									
Education and health services	117.3	118.8	119.2	.3	.3	.3	1.1	1.5	1.6
Educational services	116.8	118.4	118.8	.3	.3	.3	1.1	1.6	1.7
Schools ¹	116.8	118.4	118.7	.3	.3	.3	1.1	1.6	1.6
Elementary and secondary schools	116.4	118.0	118.3	.1	.3	.3	1.0	1.5	1.6
Health care and social assistance ²	121.1	122.5	123.3	.0	.3	.7	.9	1.2	1.8
Hospitals	120.5	121.7	122.1	.0	.3	.3	.7	1.0	1.3
Public administration	118.4	120.2	120.8	.4	.5	.5	1.5	2.0	2.0

¹ Includes elementary and secondary schools; junior colleges; colleges, universities, and professional schools.

² Includes ambulatory health care services and social assistance, not shown separately.

Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	Indexes (Dec. 2005 = 100)			Percent changes for—					
	Mar. 2014	Dec. 2014	Mar. 2015	3-months ended—			12-months ended—		
				Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Civilian workers									
All workers ¹	123.9	126.2	127.2	0.7	0.4	0.8	2.1	2.6	2.7
Private industry workers									
All workers	121.4	123.5	124.5	.7	.3	.8	1.8	2.5	2.6
Occupational group									
Management, professional, and related	121.1	123.4	124.7	.7	.2	1.1	2.0	2.7	3.0
Sales and office	121.3	123.4	123.8	.7	.3	.3	1.8	2.4	2.1
Natural resources, construction, and maintenance	123.9	127.1	127.6	.8	.2	.4	1.9	3.4	3.0
Production, transportation, and material moving	120.5	122.1	123.5	.8	.4	1.1	1.5	2.2	2.5
Service occupations	121.1	122.2	123.1	.1	.5	.7	.9	1.0	1.7
Industry									
Goods-producing industries ²	119.2	120.7	121.4	1.0	.3	.6	1.9	2.3	1.8
Manufacturing	118.1	119.8	120.9	1.3	.4	.9	2.0	2.7	2.4
Aircraft manufacturing	86.4	91.7	90.8	4.9	.0	-1.0	-1	11.3	5.1
Service-providing industries ³	122.3	124.6	125.8	.7	.3	1.0	1.8	2.6	2.9
Bargaining status									
Union	128.5	132.6	133.4	.9	.5	.6	1.5	4.2	3.8
Nonunion	119.9	121.7	122.7	.7	.2	.8	1.9	2.2	2.3
State and local government workers									
All workers	133.1	135.8	136.8	.8	.4	.7	3.0	2.9	2.8

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

² Includes mining, construction, and manufacturing.

³ Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

Table 13. Employment Cost Index for total compensation,¹ and wages and salaries, for private industry workers, by area

(Not seasonally adjusted)

Census region and metropolitan area	Percent changes for 12-months ended—					
	Total compensation			Wages and salaries		
	Mar. 2014	Dec. 2014	Mar. 2015	Mar. 2014	Dec. 2014	Mar. 2015
Northeast						
Boston-Worcester-Manchester, MA-NH CSA	2.0	3.2	3.6	2.2	3.5	3.9
New York-Newark-Bridgeport, NY-NJ-CT-PA CSA	1.4	2.8	2.6	1.2	2.6	2.5
Philadelphia-Camden-Vineland, PA-NJ-DE-MD CSA	1.6	2.0	2.5	1.4	2.0	2.3
South						
Atlanta-Sandy Springs-Gainesville, GA-AL CSA	1.2	3.2	3.9	.7	1.6	1.8
Dallas-Fort Worth, TX CSA	2.2	2.5	2.3	2.7	2.3	2.3
Houston-Baytown-Huntsville, TX CSA	1.8	1.7	1.9	2.4	2.1	2.1
Miami-Fort Lauderdale-Pompano Beach, FL MSA	1.7	2.1	2.1	2.3	2.5	1.9
Washington-Baltimore-Northern Virginia, DC-MD-VA-WV CSA	1.5	1.4	1.1	1.4	1.2	.7
Midwest						
Chicago-Naperville-Michigan City, IL-IN-WI CSA ...	1.6	3.3	3.3	1.8	1.9	2.4
Detroit-Warren-Flint, MI CSA	1.8	1.0	-.1	1.1	.2	.2
Minneapolis-St. Paul-St. Cloud, MN-WI CSA	1.6	2.3	2.3	1.4	2.6	2.3
West						
Los Angeles-Long Beach-Riverside, CA CSA	1.3	2.8	3.3	1.1	2.4	3.4
Phoenix-Mesa-Scottsdale, AZ MSA	1.4	1.3	2.2	1.2	1.4	2.4
San Jose-San Francisco-Oakland, CA CSA	3.6	4.8	2.9	3.4	4.9	2.5
Seattle-Tacoma-Olympia, WA CSA	1.7	4.8	4.4	1.7	2.7	2.9

¹ Includes wages, salaries, and employer costs for employee benefits.